

Exhibit 60

SEE IC
CME Mgrs
Spot bonus on strategy doc

Landings ()
IoT ambiguity

Gandhi
Incubator - starter
Communication skills need to work
People mgmt - turnaoround
SDWR - follow thru (he is pushing)
Feedback on communication

Scott
SEE IC
CME Mgr (borderline NI)
Eng Interns
Pick path

Jonathan
Needs more leadership

Paul
Needs to drive to. Outcomes. - likes to pontificate
Swarms that do the work behind him
Narrative for Google Cloud
Trust. Me

MY 18

Things to change for next time

- Discuss calibrating all L8s together - ask from Nic

Als

- ~~Will to talk to Paul about s rating and then change to CME~~
- Need to find a mentor for for when she returns from leave
- Nic - maybe too many reports?
- Eric S - people manager?
- ~~Will to update notes on on leadership growth~~

- ~~Will to update notes on [REDACTED] to substantiate Superb - more than just the last few weeks - impact to project is huge from the beginning~~

Promos next round

- [REDACTED]
- Jeff Kember
- [REDACTED]

Low CME's that should be watched

- [REDACTED] went from CME to Superb - exceptional circumstances
- [REDACTED] - doing bare minimum in OCTO - needs to go Marketing

Rating Changes

- [REDACTED] - EE to CME
- [REDACTED] - SEE to Superb

HRBP Only Notes

- [REDACTED] - CME
 - Disconnect - he thinks he is ready for promo next cycle
 - Not exhibiting the independence expected
- [REDACTED] - EE to CME
 - Doing a lot outside of team but not very active on internal events
 - Offsite is an example
- [REDACTED]
 - Stay EE
 - Needs to guide team versus be directive
 - Think more broadly - bias to execute vs be thoughtful
- [REDACTED]
 - SEE as PM L6
 - Get back to PM
- Jeff
 - SEE on 1:1 but needs more stateful relationship with Prod/Eng
- [REDACTED]
 - Superb - back up more than the last month in the notes
- [REDACTED]
 - Change to Superb
- [REDACTED]
 - Change notes to acknowledge progress on leadership work
- Bryan S
 - Dropped EE to CME this cycle
 - Talk to him about focus on fewer things and statefulness
- [REDACTED]
 - Doing the basics
 - Marketing is strength

- Nic
 - Everything is last minute - is he engaged?
 - Not predictable - don't know what you are going to get
 - Maybe too many reports?
- Ben
 - Prioritizes individual recognition?
- Paul
 - Engaged on 1:Many
 - Not so much on 1:1
 - Could bring Marketing and Eng closer together
 - He is the "fixer"
- Ulku
 - Needs to exhibit more technical thought leadership
 - Create her own demand - waiting to be asked